

EXTENSIONS OF REMARKS

MATTHEW MARTINEZ

HON. ED PERLMUTTER

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Monday, April 12, 2021

Mr. PERLMUTTER. Madam Speaker, I rise today to recognize and applaud students, Raelyn Penington, Matthew Martinez and Sarah Davis, for earning the Rookie of the Year Award for their creative and unique mobile application (app) as part of the 2021 Congressional App Challenge.

As first-time participants in the challenge, this team from Northglenn High School built an app entitled "Identity Protection" to assist members of the community in preventing identity theft.

The students of Northglenn High School spent countless hours and used numerous tools to learn about coding, developed new skills, and further advanced their STEM education. Their perseverance and dedication to this challenge exemplifies the character and determination the faculty instills in the students at the school.

I extend my deepest congratulations to these students for their hard work on this project. I am certain these students will exhibit the same dedication and character in their future accomplishments, and I wish them the best of luck going forward.

COST ESTIMATE FOR H.R. 7,
PAYCHECK FAIRNESS ACT**HON. ROBERT C. "BOBBY" SCOTT**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Monday, April 12, 2021

Mr. SCOTT of Virginia. Madam Speaker, I hereby include in the RECORD the cost esti-

mate prepared by the Congressional Budget Office for H.R. 7, the Paycheck Fairness Act. The cost estimate was not available at the time of the filing of the Committee report.

U.S. CONGRESS,
CONGRESSIONAL BUDGET OFFICE,
Washington, DC, April 9, 2021.

Hon. ROBERT C. "BOBBY" SCOTT,
Chairman, Committee on Education and Labor,
House of Representatives, Washington, DC.

DEAR MR. CHAIRMAN: The Congressional Budget Office has prepared the enclosed cost estimate for H.R. 7, the Paycheck Fairness Act.

If you wish further details on this estimate, we will be pleased to provide them. The CBO staff contact is Meredith Decker.

Sincerely,

PHILLIP L. SWAGEL, *Director*.

Enclosure.

H.R. 7, PAYCHECK FAIRNESS ACT—MARCH 24,
2021

| | By fiscal year, millions of dollars— | | |
|---|--------------------------------------|-----------|-----------|
| | 2021 | 2021–2026 | 2021–2031 |
| Direct Spending (Outlays) | 0 | 0 | 0 |
| Revenues | 0 | * | * |
| Increase or Decrease (–) in the Deficit | 0 | * | * |
| Spending Subject to Appropriation (Outlays) | * | 50 | ** |

* = between –\$500,000 and \$500,000.

** = not estimated.

Statutory pay-as-you-go procedures apply? Yes.

Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032? No.

Mandate Effects

Contains intergovernmental mandate? Yes, Under Threshold.

Contains private-sector mandate? Yes, Over Threshold.

The bill would Amend federal statutes governing labor standards and wage discrimination; Increase civil penalties for violations of

equal pay provisions; Authorize appropriations for research, education, public outreach, and data collection; Restrict employers' use of wage, salary, and benefit history, and increase their reporting requirements.

Estimated budgetary effects would mainly stem from Authorizing appropriations for the Department of Labor and the Equal Employment Opportunity Commission to undertake various activities to address wage discrimination.

BILL SUMMARY

H.R. 7 would revise the equal pay provisions of the Fair Labor Standards Act, which prohibits wage discrimination on the basis of sex; it also would increase civil penalties for violations of those provisions. Specifically, H.R. 7 would impose higher civil penalties for wage discrimination, restrict the use of the bona fide factor defense for wage discrimination claims, enhance prohibitions against retaliation, and prohibit contracts that prevent employees from disclosing their wages. It also would prohibit employers from relying on wage history in considering a job application, seeking an applicant's wage history before an offer of employment is made, and using wage history to set a new employee's wages. Finally, the bill would authorize the appropriation of whatever amounts are necessary for the Department of Labor (DOL) and the Equal Employment Opportunity Commission (EEOC) to enforce the bill's provisions and to engage in research, outreach, and education.

ESTIMATED FEDERAL COST

The estimated budgetary effect of H.R. 7 is shown in Table 1. The costs of the legislation fall within budget functions 500 (education, training, employment, and social services) and 750 (administration of justice).

TABLE 1.—ESTIMATED INCREASES IN SPENDING SUBJECT TO APPROPRIATION UNDER H.R. 7

| | By fiscal year, millions of dollars— | | | | | | |
|--|--------------------------------------|------|------|------|------|------|-----------|
| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2021–2026 |
| Department of Labor: | | | | | | | |
| Estimated Authorization | 0 | 10 | 8 | 8 | 8 | 8 | 42 |
| Estimated Outlays | 0 | 8 | 7 | 7 | 8 | 8 | 38 |
| Equal Employment Opportunity Commission: | | | | | | | |
| Estimated Authorization | * | 3 | 3 | 3 | 2 | 2 | 13 |
| Estimated Outlays | * | 2 | 3 | 3 | 2 | 2 | 12 |
| Total Changes: | | | | | | | |
| Estimated Authorization | * | 13 | 11 | 11 | 10 | 10 | 55 |
| Estimated Outlays | * | 10 | 10 | 10 | 10 | 10 | 50 |

Enacting the bill also would increase revenues by an insignificant amount over the 2021–2031 period.

BASIS OF ESTIMATE

CBO assumes that the bill will be enacted in fiscal year 2021 and that the estimated amounts will be appropriated for each fiscal year. Estimated spending is based on historical patterns for similar activities. CBO estimates that under H.R. 7, DOL and the EEOC would require total appropriations of \$55 million, resulting in outlays of \$50 million, over the 2021–2026 period.

H.R. 7 would require DOL to undertake several activities. Using information from the department, and assuming appropriation

of the estimated amounts, CBO estimates that outlays for those activities would total \$38 million over the 2021–2026 period:

\$22 million for various activities by the Office of Federal Contract Compliance Programs, including enforcement and the collection of employment-related data from federal contractors;

\$10 million for DOL to conduct research, publish educational materials, and sponsor educational programs about wage discrimination;

\$4 million for a program of competitive grants for state, local, and community organizations to train women and girls in negotiation skills; and

\$2 million to establish an annual National Award for Pay Equity in the Workplace. H.R. 7 also would direct the EEOC to provide training concerning wage discrimination, help small businesses comply with the bill's requirements, and collect wage data from certain employers. CBO anticipates that the EEOC would investigate more cases than it does under current law, and estimates that

• This "bullet" symbol identifies statements or insertions which are not spoken by a Member of the Senate on the floor.

Matter set in this typeface indicates words inserted or appended, rather than spoken, by a Member of the House on the floor.

training, data collection, and enforcement efforts would cost \$2.5 million each year for total outlays of \$12 million over the 2021–2026 period.

PAY-AS-YOU-GO CONSIDERATIONS

The Statutory Pay-As-You-Go Act of 2010 establishes budget-reporting and enforcement procedures for legislation affecting direct spending or revenues. Enacting H.R. 7 would increase federal revenues from the collection of new civil penalties. However, CBO estimates that those collections would be insignificant because we expect that the EEOC would resolve and collect penalties in only a small number of cases. In addition, how employers would respond to the bill's provisions is uncertain. Revenues could be higher or lower depending on those responses.

INCREASE IN LONG-TERM DEFICITS:

None.

MANDATES

H.R. 7 would impose intergovernmental and private-sector mandates as defined in the Unfunded Mandates Reform Act (UMRA). CBO estimates that the cost of the public-sector mandate would be below the annual threshold for intergovernmental mandates established by UMRA (\$85 million in 2021, adjusted annually for inflation). CBO estimates that the aggregate cost of complying with the private-sector mandates would exceed the annual threshold established in UMRA (\$170 million in 2021, adjusted annually for inflation).

CBO has not reviewed section 2 of H.R. 7 for intergovernmental or private-sector mandates. Section 4 of UMRA excludes from the application of that act any legislative provisions that would establish or enforce statutory rights prohibiting discrimination. CBO has determined that section 2 of H.R. 7 falls within the exclusion because it would enforce protections against discrimination on the basis of sex, gender, sexual orientation and identity, pregnancy, and childbirth.

MANDATE THAT APPLIES BOTH TO PUBLIC AND PRIVATE ENTITIES

Section 9 of the bill would prohibit public and private employers from relying on wage history in hiring decisions, seeking an applicant's wage history before an offer of employment is made, using wage history to set a prospective employee's wages, and retaliating against employees for seeking protections against prohibited actions.

Those restrictions would not require any action by or directly impose any significant cost on mandated employers.

MANDATES THAT APPLY TO PRIVATE-SECTOR ENTITIES ONLY

Section 7 would require the EEOC to issue regulations requiring large private-sector employers to report data annually on worker compensation and on actual hours worked, disaggregated by sex, race, and national origin. In 2016, the EEOC issued a similar rule that required employers to report the same data. That rule faced legal challenges and eventually a court ordered the EEOC to collect the data for 2017 and 2018. In 2019, the commission issued a notice that the burden on employers was too high and discontinued the collection. By putting this requirement in statute, H.R. 7 would impose a private-sector mandate on employers with 100 employees or more.

CBO estimates that about 90,000 private-sector employers would be required to comply with the provision at a total annual cost in the low hundreds of millions of dollars. That cost would be higher in the first year because some employers would invest in or update software for data collection and management. CBO based its estimate on the data-reporting requirements in the EEOC's

2016 rule and on information from other federal and private-sector sources.

ESTIMATE PREPARED BY

Federal Costs: Susan Beyer (Department of Labor); Meredith Decker (Department of Labor); Lindsay Wylie (Equal Employment Opportunity Commission).

Revenues: Tess Prendergast.

Mandates: Lilia Ledezma.

ESTIMATE REVIEWED BY

Sheila Dacey, Chief, Income Security and Education Cost Estimates Unit; Kathleen FitzGerald, Chief, Public and Private Mandates Unit; Susan Willie, Chief, Natural and Physical Resources Cost Estimates Unit; H. Samuel Papenfuss, Deputy Director of Budget Analysis; Theresa Gullo, Director of Budget Analysis.

RECOGNIZING THE FRONTLINE HEALTHCARE WORKERS OF SOUTH DAKOTA

HON. DUSTY JOHNSON

OF SOUTH DAKOTA

IN THE HOUSE OF REPRESENTATIVES

Monday, April 12, 2021

Mr. JOHNSON of South Dakota. Madam Speaker, I rise today to recognize, celebrate, and honor the frontline healthcare workers of the great state of South Dakota.

Some of these South Dakota heroes are: Jessica Morrell, Amy Morrill, Diane Morris, Susan Morris, Nancy Morris, Michelle Morris, Susan Morris, Ashley Morris, Linda Morris, Stephanie Morris, Eric Morris, Elizabeth Morris, Heather Morris, Nicole Morris, Marcy Morrison, Ema Morrison, Pamela Morrisson, Laurie Morse, Aaron Mortensen, Tasha Mortenson, Kathleen Mortier, Karen Mortley, Jodi Moschell, Tonya Moschell, Abby Moschell, Lezan Moseley, Kim Moser, Delana Moser, Jill Moser, Camille Moser, Kara Moser, Hadar Mosness, Brian Moss, Leslie Moss, Chelsey Moss, Rachael Moss, Sasha Mosset, Andrea Motichek, Mariah Mougey, Damien Moulton, Patricia Mourer, Julieann Mousel, Mary Mousseau, Colleen Mouw, Taylor Mouw, Britney Mower, Katie Mowery, Angela Moxley, Karen Moye, Michele Moyes, Kristin Mraz, Regina Mrozla, Shannon Muchow, Natalie Muck, Natalie Muckey, Kennedy Muckey, Sandra Mudder, Kyle Mudder, Megan Mudder, Brenda Mudder, Emily Mudder, Brianna Mudder, Lynette Mueller, Kathleen Mueller, Jane Mueller, Patricia Mueller, Suzanne Mueller, Amy Mueller, Allison Mueller, Jordan Mueller, Amy Mueller, Kathryn Mueller, Karlie Mueller, Brooke Muellerleile, Samantha Muhlbeier, Cynthia Muhlenkort, Becky Muhs, Carla Muhs, Sherrie Muhs, Diane Muilenburg, Nicole Muilenburg, Stephanie Muilenburg, Allison Muilenburg, Brittany Muir, Athena Mula, Rolf Muldbakken, Cynthia Mulder, Sandra Mulder, Connie Mulder, Lori Mulder, Brittney Mulder, Joelle Mulder, Morgan Mulder, Connie Muldoon, Sueann Mullaney, Kennedy Mullaney, Laura Mullen, Brenna Mullen, Michelle Muller, Rachael Muller, Deana Muller, Crystalyn Mullinix, Robyn Mullins, Melissa Mulloy, Christina Mulvehill, Renee Munce, Lynette Munce, Arika Munce, Andrew Munce, Suzanne Munce, Thomas Munce, Kristin Munce, Amy Mundhenke, Ada Mundt, Jill Munger, Wanda Munger, Stacey Munk, Brooke Munk, Lindsay Munkvold, Deborah Munneke, Jamie Munneke, Stacie Munneke.

Ellen Munro, Karissa Munro, Connie Munsch, Vicki Munson, Richard Munson, Denise Muntefering, Susanne Muntefering, Shahad Murad, Rasha Murad, Halona Murdock-Hughes, Jennifer Murguia, Amor Murillo, Christopher Murphy, Mary Murphy, Lori Murphy, Elizabeth Murphy, Karen Murphy, Jonette Murphy, Rosemary Murphy, Robin Murphy, Barbara Murphy, Melissa Murphy, Lindsay Murphy, Michael Murphy, Noelle Murphy, Kelsey Murphy, Jenna Murphy, Shelbi Murphy, Cuinsey Murphy, Daniel Murphy, Angela Murphy, Dawn Murray, Timothy Murray, Jennifer Murray, Heather Murray, Christopher Murray, Laura Murray, Vanessa Murray, Rebecca Murren, Emily Murren, Leland Murren, Kristin Murrie, Twila Mursu, Marcia Murtha, Bonnie Murtha, Andrew Murtha, William Murtha, Misty Murtha, Sara Murtha, Marcus Murtha, Merry Musel, Patricia Muser, Alyssa Musick, Jacqueline Musick, Tessa Musil, Madison Musilek, Teri Muske, Danneil Musser, Muharema Mustic, Adessa Mutchler, Jill Muth, Winnie Mutiriah, Jane Mutschelknaus, David Mutschelknaus, Hanna Mutschelknaus, Jill Mutziger, Robyn Mutziger, Paola Mwenentanda, Robin Myer, Jarod Myer, Gail Myers, Wilma Myers, Gina Myers, Stephanie Myers, Melanie Myers, Jodi Myers, Jessica Myers, Anne Myers, Brandy Myers, Danielle Myers, Jessica Myers, Shawn Myhre, Heidi Myhre, Jessica Myhre, Marylou Mylant, Morgan Myrvik, Sharon Naasz, Courtney Naasz, Kelly Naber, Kathryn Nachreiner, Nancy Nachtigal, Patti Nachtigal, Megan Nachtigal, Brandi Nadeau, Jana Nady, Shannon Naescher, Rajeon Naessig, Mary Nagel, Jennie Nagel, Riley Nagel, Carlos Nails, Vanessa Namken, Wendy Namken, Nicole Namken, Betty Nance, Donald Nankivel, Paulette Nankivel, Thor Nankivel, Lynn Nanton, Jay Naom, Angela Narlin, Ashtyn Nase, Louise Nash, Janet Nash, Ashleigh Nash, Allison Nass, Paige Nath, Julia Natvig, Anne Margaux Navarro, Kim Nearhood, Debra Nearman, Katie Nebben, Brittany Nebelsick, Calliann Nebelsick, Craig Nedved.

Lindsey Nedved, Kristin Nedved, Hollie Nedved, Kirsten Nedved, Brittani Neely, Dacey Neely, Jordan Neeman, Kayla Neemeyer, Tefera Negash, Bedilu Negewo, Karen Nehlich, Sarah Nehring, Sara Nei, Ashley Neigel, Lauren Neiger, Amanda Neiger, Micky Neilan, Danielle Neilan, Sherry Neilson, Amanda Neiman, Greg Neises, Mary Neises, Amy Neises, Eydie Neises, Alisha Neises, Megan Neises, Laura Neises, Cally Neises, Ashley Neish, Mallory Neisius, Brenda Neiss, Samantha Neitzel, Ginger Neitzert, Kasey Nelkie, Barbara Nelsen, Susan Nelsen, Jennifer Nelsen, Anna Nelson, Nancy Nelson, Margot Nelson, Peggy Nelson, Christine Nelson, Lynne Nelson, Patricia Nelson, Nancy Nelson, Jill Nelson, Margaret Nelson, Shirley Nelson, Elizabeth Nelson, Leann Nelson, Lori Nelson, Kellee Nelson, Michelle Nelson, Robbin Nelson, Jeralyn Nelson, Janet Nelson, Jane Nelson, Martha Nelson, Christopher Nelson, Dyan Nelson, Mary Nelson, Christine Nelson, Bernadette Nelson, Carolyn Nelson, Stacy Nelson, Beth Nelson, Barbara Nelson, Anthony Nelson, Joyce Nelson, Lucinda Nelson, Angela Nelson, Laura Nelson, Debra Nelson, Kelley Nelson, Jennifer Nelson, Cheryl Nelson, Christopher Nelson, Melissa Nelson, Bonnie Nelson, Crystal Nelson, Annie Nelson, Connie Nelson, Jennifer Nelson, Jami Nelson, Trista Nelson, Ashley Nelson, Emily Nelson,